

EXHIBIT M



Engage The Power of We™

Pai Ashok

Talking Strategy, Results and Rewards 2013 Final Period

Review Period : 10/01/2012 - 09/30/2013

Employee Information

Leader:

Employee Name: Pai Ashok

Organization:

Position Title:

Review Period: 10/01/2012- 09/30/2013

Overview

- This Evaluation Review Form is used during the discussion between the manager and employee. The manager will be able to make changes to the form during the meeting, but the employee will not.
- This form displays all evaluation input, which includes the employee's and manager's input.
- During the evaluation review meeting, be sure to discuss all the sections of this form. Establish a good rapport and encourage a dialogue.
- If you want the Employee to make changes to their BFACETs input, you will click the "Reopen" button TWICE. When you first click the "Reopen" button (either at the top of the page or the bottom) the form goes back to the Leader Evaluation step; then click "Reopen" again to allow the employee to add or edit their input. (They must "Submit" back to you for a final review and acceptance before the process can be closed.) If needed, goals can be added or revised by the employee by returning to the "Goal Setting" stage. These changes will also appear on the evaluation form.
- Once you make your changes and click the "Complete" button at the bottom of the year-end form it moves the form to the Employee Acknowledgement stage.

Goals

Instructions:

See above Overview Instructions

Employee Name: Ashok Pai

Leader's Rating of Employee: Not Appropriate to Rate

Goal

Leader's Comment:

Additional Information:

Measure:

Progress Not Started

Due Date 9/30/2013

Employee Progress Comments:

Leader Progress Comments:	
Employee Name: Ashok Pai	Leader's Rating of Employee: Not Appropriate to Rate
Goal	Leader's Comment:
Additional Information:	
Measure:	
Progress Not Started	
Due Date 9/30/2013	
Employee Progress Comments:	
Leader Progress Comments:	

Behaviors	
Instructions: See instructions above.	
BOLD	
Customer Focus	
Behaviors: Is dedicated to meeting the expectation and requirements of internal and external customers. Gets first-hand customer information and uses it for improvements in products and services. Acts with customer in mind. Establishes and maintains effective relationships with customers and gains their trust and respect.	Employee's Self Rating: 3 Good/OK Leader's Rating of Employee: 3 Good/OK
Creativity	
Behaviors: Comes up with a lot of new ideas. Easily makes the connections among previously unrelated notions. Trends to be seen as original and value-adding in brainstorming settings.	Employee's Self Rating: 4 Consistently Strong Leader's Rating of Employee: 3 Good/OK
Standing Alone	
Behaviors: Will stand up and be counted; doesn't shirk personal responsibility; can be counted on when times are tough; willing to be the only champion for an idea or position; is comfortable working alone on a tough assignment.	Employee's Self Rating: 3 Good/OK Leader's Rating of Employee: 3 Good/OK
FACT-BASED	
Problem Solving	
Behaviors: Uses rigorous logic and methods to solve difficult problems with effective solutions. Probes all fruitful sources for answers. Can see hidden problems. Is excellent at honest analysis. Looks beyond the obvious and doesn't stop at the first answers.	Employee's Self Rating: 4 Consistently Strong Leader's Rating of Employee: 3 Good/OK
Business Accume	
Behaviors: Knows how businesses work. Knowledgeable in current and possible future policies, practices, trends, technology, and information affecting the business and organization. Knows the competition. Is aware of how strategies and tactics work in the marketplace.	Employee's Self Rating: 5 Role Model Leader's Rating of Employee: 4 Consistently Strong
AGILE	
Intellectual Horsepower	
Behaviors: Thinks things through. Does not let emotions or impatience get in the way of careful consideration. Deals with concepts and complexity comfortably.	Employee's Self Rating: 4 Consistently Strong

Learning on the Fly**Behaviors:**

Learns quickly when facing new problems. A relentless and versatile learner.

Open to change. Analyzes both successes and failures for clues to improvement. Experiments and will try anything to find solutions.

Enjoys the challenge of unfamiliar tasks. Quickly grasps the essence and the underlying structure of

CROSS-ORGANIZATIONALLY EFFECTIVE**Interpersonal Savvy****Behaviors:**

Relates well to all kinds of people -- up, down, and sideways, inside and outside the organization.

Builds appropriate rapport. Builds constructive and effective relationships. Uses diplomacy and tact.

Can defuse even high-tension situations comfortably.

Conflict Management**Behaviors:**

Steps up to conflicts, seeing them as opportunities; reads situations quickly;

good at focused listening; can hammer out tough agreements and settle disputes equitably;

can find common ground and get cooperation with minimum noise.

EMPOWERED**Action Oriented****Behaviors:**

Enjoys working hard. Full of energy for the things seen as challenging.

Not fearful of acting with a minimum of planning. Seizes more opportunities than others.

Drive for Results**Behaviors:**

Can be counted on to exceed goals successfully. Is constantly and consistently a strong performer.

Very bottom-line oriented. Steadfastly pushes self and others for results.

TRANSPARENT**Integrity and Trust****Behaviors:**

Is widely trusted. Is seen as a direct, truthful individual.

Can present the unvarnished truth in an appropriate and helpful manner. Keeps confidences. Admits

mistakes.

Doesn't misrepresent him/herself for personal gain.

Informing**Behaviors:**

Provides the information people need to know to do their job and to feel good

about being a member of the team, unit, and/or organization.

Provides individuals information so that they can make accurate decisions. Is timely with information.

Leader's Rating of Employee: 4 Consistently Strong

Employee's Self Rating: 4 Consistently Strong

Leader's Rating of Employee: 3 Good/OK

Employee's Self Rating: 3 Good/OK

Leader's Rating of Employee: 4 Consistently Strong

Employee's Self Rating: 4 Consistently Strong

Leader's Rating of Employee: 4 Consistently Strong

Employee's Self Rating: 3 Good/OK

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Employee's Self Rating: 4 Consistently Strong

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Employee's Self Rating: 4 Consistently Strong

Leader's Rating of Employee: 4 Consistently Strong

Overall**Instructions:**

See instructions above.

Employee Comments:

Leader's Overall: Successful Relative Contribution

Employee: Leader Comments: Ashok has worked on the Attorney Discipline project and the Single Sign-on project. In addition, he worked on an Avaya Gov's internal SharePoint project and worked on creating a team collaboration SharePoint site for the program. Ashok has good understanding of the SharePoint out-of-box solution. He was able to create a proof-concept site in a very short timeframe. In the next year, we

would like to see Ashok to extend his intellectual powers into areas beyond SharePoint and play more senior leadership roles in the SharePoint/.Net team.

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Pai Ashok

Talking Strategy, Results and Rewards 2013 Mid Year Period

Review Period : 10/01/2012 - 03/31/2013

Employee Information

Leader:

Employee Name: Pai Ashok

Organization:

Position Title:

Review Period: 10/01/2012- 03/31/2013

Overview

- This Evaluation Review Form is used during the discussion between the manager and employee. The manager will be able to make changes to the form during the meeting, but the employee will not.
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Goals

Instructions:

See above Overview Instructions

Employee Name: Ashok Pai

Leader's Rating of Employee: Not Appropriate to Rate

Goal

Leader's Comment:

Additional Information:

Measure:

Progress Not Started

Due Date 9/30/2013

Employee Progress Comments:

Leader Progress Comments:**Employee Name:** Ashok Pai**Leader's Rating of Employee:** Not Appropriate to Rate**Goal****Leader's Comment:****Additional Information:****Measure:****Progress** Not Started**Due Date** 9/30/2013**Employee Progress Comments:****Leader Progress Comments:****Behaviors****Instructions:**

See instructions above.

BOLD**Customer Focus****Behaviors:**

Is dedicated to meeting the expectation and requirements of Internal and external customers. Gets first-hand customer information and uses it for improvements in products and services. Acts with customer in mind. Establishes and maintains effective relationships with customers and gains their trust and respect.

Employee's Self Rating: 3 Good/OK**Leader's Rating of Employee:** 3 Good/OK**Creativity****Behaviors:**

Comes up with a lot of new ideas. Easily makes the connections among previously unrelated notions. Trends to be seen as original and value-adding in brainstorming settings.

Employee's Self Rating: 4 Consistently Strong**Leader's Rating of Employee:** 3 Good/OK**Standing Alone****Behaviors:**

Will stand up and be counted; doesn't shirk personal responsibility; can be counted on when times are tough; willing to be the only champion for an idea or position; is comfortable working alone on a tough assignment.

Employee's Self Rating: 3 Good/OK**Leader's Rating of Employee:** 3 Good/OK**FACT-BASED****Problem Solving****Behaviors:**

Uses rigorous logic and methods to solve difficult problems with effective solutions. Probes all fruitful sources for answers. Can see hidden problems. Is excellent at honest analysis. Looks beyond the obvious and doesn't stop at the first answers.

Employee's Self Rating: 4 Consistently Strong**Leader's Rating of Employee:** 3 Good/OK**Business Acumen****Behaviors:**

Knows how businesses work. Knowledgeable in current and possible future policies, practices, trends, technology, and information affecting the business and organization. Knows the competition. Is aware of how strategies and tactics work in the marketplace.

Employee's Self Rating: 5 Role Model**Leader's Rating of Employee:** 4 Consistently Strong**AGILE****Intellectual Horsepower****Behaviors:**

Thinks things through. Does not let emotions or impatience get in the way of careful consideration. Deals with concepts and complexity comfortably.

Employee's Self Rating: 4 Consistently Strong

Learning on the Fly	Leader's Rating of Employee: 4 Consistently Strong
Behaviors: Learns quickly when facing new problems. A relentless and versatile learner. Open to change. Analyzes both successes and failures for clues to improvement. Experiments and will try anything to find solutions. Enjoys the challenge of unfamiliar tasks. Quickly grasps the essence and the underlying structure of	Employee's Self Rating: 4 Consistently Strong
CROSS-ORGANIZATIONALLY EFFECTIVE Interpersonal Savvy	Leader's Rating of Employee: 3 Good/OK
Behaviors: Relates well to all kinds of people -- up, down, and sideways, inside and outside the organization. Builds appropriate rapport. Builds constructive and effective relationships. Uses diplomacy and tact. Can defuse even high-tension situations comfortably.	Employee's Self Rating: 3 Good/OK
Conflict Management	Leader's Rating of Employee: 4 Consistently Strong
Behaviors: Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening; can hammer out tough agreements and settle disputes equitably; can find common ground and get cooperation with minimum noise.	Employee's Self Rating: 4 Consistently Strong
EMPOWERED	Leader's Rating of Employee: 4 Consistently Strong
Action Oriented	
Behaviors: Enjoys working hard. Full of energy for the things seen as challenging. Not fearful of acting with a minimum of planning. Seizes more opportunities than others.	Employee's Self Rating: 3 Good/OK
Drive for Results	Leader's Rating of Employee: 3 Good/OK
Behaviors: Can be counted on to exceed goals successfully. Is constantly and consistently a strong performer. Very bottom-line oriented. Steadfastly pushes self and others for results.	Employee's Self Rating: 3 Good/OK
TRANSPARENT	Leader's Rating of Employee: 3 Good/OK
Integrity and Trust	
Behaviors: Is widely trusted. Is seen as a direct, truthful individual. Can present the unvarnished truth in an appropriate and helpful manner. Keeps confidences. Admits mistakes. Doesn't misrepresent him/herself for personal gain.	Employee's Self Rating: 4 Consistently Strong
Informing	Leader's Rating of Employee: 4 Consistently Strong
Behaviors: Provides the information people need to know to do their job and to feel good about being a member of the team, unit, and/or organization. Provides individuals information so that they can make accurate decisions. Is timely with information.	Employee's Self Rating: 4 Consistently Strong
Leader's Rating of Employee: 4 Consistently Strong	
Overall	
Instructions:	
See instructions above.	
Employee Comments:	
Leader's Overall: Low Relative Contribution	
Employee: Leader Comments:	
Return	